

2015

**LOUDOUN COUNTY -COMBINED
FIRE-RESCUE SYSTEM
VOLUNTEER BENEFITS**



Loudoun County offers fire and rescue volunteers various benefits. The benefits provided are meant to enhance a volunteer's experience or ease the significant resource commitment these persons make to our community.

Some benefits have an 80 point requirement. The 80 point criteria was originally established and endorsed by the County to recognize a volunteer for a service credit year under the length of service annuity program (LOSAP). The 80 points are obtained through volunteer activity over 3 or more categories in a 12 month period. Activity must be properly recorded in the Fire Rescue Points System (FRPS).

For benefit details and forms please contact Loudoun County Fire-Rescue Volunteer Program at (703) 777-0333, or recruitment.firerescue@loudoun.gov or your station's recruitment and retention coordinator.

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Volunteer benefits tied to the "80 points"	
Beneficiary death benefit	Beneficiaries of volunteers vested in the retirement system are entitled to the retirement payout if the volunteer dies prior to receiving 10 years' worth of retirement benefit.
County vehicle decal	Volunteers who meet 80 points and own or lease a vehicle in their name in Loudoun county are eligible for a free county vehicle decal. Proper station and vehicle forms must be in by set deadlines. Loudoun County decals are distributed in April. Fire-Rescue volunteers who provide 10 years of "80 point" service receive a free decal annually for life while eligible.
Outside benefits	Routinely agencies and businesses offer discounts, scholarship, or financial assistance to fire-rescue volunteers. Benefit eligibility is often associated with the 80 points.
Retirement	Volunteers earn up to \$300 a month in retirement by earning "80 points" a point year. Point year runs Nov 1 - Oct 31. 80 points earns one credit year. 500 banked points earns additional credit years. Volunteers may draw benefit at age 55. Since 2003, volunteers are 20% vested at 3 years and fully vested at 7 yrs.
Tuition reimbursement	Volunteers who met 80 points in the prior year are eligible for \$1,000 a fiscal year up to 4 years in tuition reimbursement. Refer to the Fire-Rescue Guideline for more detail.
Benefits not tied to the 80 points	
Affordable dwelling unit-purchase program	The Affordable Dwelling Unit (ADU) purchase program enables eligible first time homebuyers with moderate income the opportunity to purchase a newly constructed or resale ADU townhouse or condominium. First-time homebuyers desiring to purchase a home must have a total household income more than 30% and less than 70% (65% for condominium purchases) of the area median income based on the Primary Washington Metropolitan Statistical Area). Prices typically range from approximately \$120,000 to \$180,000.

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Affordable dwelling unit -rental program	This program enables eligible non-homeowners the opportunity to rent an apartment from a participating apartment complex, at a rent below that of similar units at the complex. ADU rental units are located throughout Loudoun County. Average rental rates range from approximately \$530 to \$1300 depending on the type and size of the unit, not including the cost of utilities. Unit types and sizes range from one bedroom / one bath to three bedroom / two bath units. Applicants must meet income eligibility requirements. Preliminary eligibility restrictions apply to the program.
Annual flu vaccine	Volunteers are offered a free flu vaccine once a year, approx. October time frame. LCFR ID required. Family members may also obtain the vaccine at a nominal cost. INOVA comes to the training center to provide the vaccine.
Business discount program	Volunteers are entitled to the same employee discounts as Loudoun County employees. Loudoun County provides updated lists annually. Often, businesses require proof of the LCFR ID. Please see your station's recruitment and retention coordinator for an updated list.
Chaplain services	Loudoun County Fire-Rescue has a strong Chaplaincy program which provides non-denominational counseling and support. All Fire-Rescue personnel may utilize this program.
College credits	Northern VA Community College and other Virginia and national colleges offer free or equivalent credits for certifications obtained as a Firefighter or EMT or enrollment discounts.
Heart and lung benefit	In 1976, Virginia enacted the heart and lung presumption to help public safety employees overcome the difficulty they were having proving that their heart and lung diseases were caused by their employment. The purpose of the heart and lung presumption is to establish, by law, that there is a causal connection between certain occupations and death or disability resulting from specified diseases, even in the absence of medical evidence. To receive benefits under the presumption, the injured worker must prove that the disease resulted in lost time from work. The presumption is currently found in Section 65.2-402(B) of the Virginia Workers' Compensation Act and it primarily covers firefighters and police officers.
Immunization	Operational first responders may receive a series of immunizations and/or titers to determine adequate levels of antibodies.

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Insurance – accident and illness	Volunteers are covered under the county's VFIS policy to assist volunteers should they be injured or die while performing duties. VFIS provides a nominal financial payment should significant injury or death occur. You may be eligible for the following VFIS benefits: Medical Expense, Disability, Impairment, Death, and Spousal Support & Dependent Support. VFIS policy provides a weekly disability benefits up to \$900. See the Policy for more information.
Intangible benefits	Being a volunteer with Fire & Rescue has intangible benefits that are often hard to imagine until you experience it. Fire-Rescue volunteers have benefited from improved self-confidence, a sense of accomplishment and camaraderie, and a sense of being a part of a family.
Length of service recognition	Volunteers are recognized in five year increments for their years of service and dedication to fire and rescue. Volunteers must earn a minimum of 40 points a year to earn one year of recognized service. Volunteers are recognized in the spring of the year following their recognition year.
LCFR badge	Volunteers who are registered in the FRPS are issued a LCFR ID. ID expiration is Dec 2015 and every 2 years thereafter. Photos are taken at the county orientation. Volunteers under 18 years of age require a profile photo.
Loudoun County credit union participation	As a Fire-Rescue volunteer you are entitled to participate in the Loudoun County Credit Union located at 801 Sycolin Road. Valid LCFR ID required.
Loudoun First Responder financial assistance	The Loudoun First Responders Foundation (formerly Valor Foundation) entertains applications for financial assistance arising from any line of duty incident involving a Loudoun County First Responder. All decisions regarding the award of financial assistance are final and non-reviewable. www.loudounfrf.org
Notary service	Document notary is free to active and terminated volunteers.
Outstanding Service Awards	System members are recognized for their contributions and outstanding achievements in fire, EMS, administrative, leadership, team, and service. Awards are hosted by various LC-CFRS committees and agencies. Most awards are presented at an annual award banquet and others are given throughout the year.

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Pre-placement physical	Operational volunteers complete a comprehensive NFPA or OSHA physical. The physical includes a health history review, blood work, stress test and more. Though the physical may screen volunteers out of affiliating it is seen as a valuable health tool and has detected health issues possibly preventing unexpected significant health issues.
Presidential award	The President's Volunteer Service Award recognizes United States citizens and lawfully admitted permanent residents of the United States who have achieved the required number of hours of service over a 12-month time period – or cumulative hours over the course of a lifetime. Award recipients receive: <ul style="list-style-type: none"> •The official President's Volunteer Service Award pin •A personalized certificate of achievement •A congratulatory letter from the president of the United States
Station benefits	Each station offers benefits and varies per station. Some frequent benefits include a station uniform, personal protective gear, access to the station's physical fitness equipment, access to computers and Wi-Fi, supplement tuition assistance, and supplemental accident insurance.
Scholarship Opportunities	Depending on your activity and involvement you and in some cases your dependents may be eligible for a variety of scholarships. Scholarship listings can be obtained from volunteer programs staff.
Tax deductions	Volunteers may claim certain deductions on federal income tax for volunteer expenses (e.g., mileage, personal equipment, etc.). Consult your tax advisor.
Training	LCFR training offers variety of courses a year from basic to advance. Volunteers are eligible to attend the training if they are an active volunteer in Loudoun County. Please review the training announcement and work with your station training officer before requesting to attend.
Vehicle personal property tax reduction	By the Code of Virginia, localities are authorized to reduce the vehicle personal property tax rate for fire & rescue volunteers. Loudoun County reduces a volunteer's vehicle personal property tax if the volunteer was active on the last day of the prior calendar year and as authorized by their station leadership. Speak to your station's recruitment and retention coordinator for more details.
Volunteer incentive program	Through a SAFER grant running Jan 2012-Dec 2015 operational and administrative volunteers are eligible to receive nominal gift cards every six months for their

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	activity level at the station.
Wage replacement	<p>Wage replacement is available under the worker's compensation package. A volunteer unable to perform his/her volunteer duty or personal employment to an incident as a volunteer is eligible for compensation wages. Mileage to and from Doctor appointments may be reimbursable and prescription refills are covered. While temporarily unable to perform any work, an employee is entitled to 2/3 of his or her gross average weekly wage up to a set maximum weekly limit. There must be seven (7) days of disability before benefits are payable. However, if disabled for more than three weeks, the employee receives payment for the first seven days. Benefits cannot exceed 500 weeks unless the person is totally and permanently disabled.</p> <p>If the injured employee cannot return to regular work and is given a light duty job at a lower wage, benefits are 2/3 of the difference between the pre-injury wage and the current pay up to the maximum weekly limit. Cost of living supplements are not paid on temporary partial benefits.</p>
Work out facilities.	Volunteers have access to athletic equipment located in their station and at the high bays at the training center. Please see the county and station policy for more details.
Worker's compensation plan	<p>Loudoun county is one of very few counties' that offer their fire-rescue volunteer worker's compensation covers. If a volunteer is injured while on duty their medical expenses may be covered, if found compensable, by Worker's compensation. There is a strict process for reporting injuries and medical follow up. Each station should have a health and safety officer to assist you through the process. In order to be covered, an accident must: Occur at work or during a work-related function. Be caused by a specific work activity. Happen suddenly at a specific time. Injuries incurred gradually or from repetitive trauma are not covered, although certain diseases caused by repetitive trauma are covered.</p>